

## HEALTH & SAFETY POLICY

Sogefi believes that ensuring a health and safe working environment is an essential responsibility towards its employees, and thus it is fully committed to preventing accidents and injuries as well as improving working environment and workplace conditions.

This Policy outlines the basic principles to be followed in order to prevent accidents and injuries to health for all the Group's employees and other individuals working at its sites. Furthermore, it provides a framework for the establishment of targets and action plans related to the improvement of Occupational Health and Safety conditions.

With the purpose of avoiding incidents, preventing occupational disease and minimizing other OH&S related risks, Sogefi undertakes to comply with the following principles.

- Operate in full **compliance with existing laws** and voluntary requirements.
- Implement, maintain and continually improve an **OH&S Management System**, in accordance with the local regulations, taking responsibility for the maintenance and improvement of the conditions of health and safety in the workplace.
- **Spread the culture of accident prevention and risk awareness** among employees, providing training and continuous consultations in order to stimulate and involve them to take an active part in the establishment and maintenance of the best OH&S conditions.
- **Define and share responsibilities at different levels of business practices.** Senior executives shall translate these guidelines into operational procedures and identify targets and deployment plans. Furthermore, everyone has to be aware of his/her responsibility for health and safety, and therefore has to follow all the required practices.
- **Ensure the personal security of employees**, promoting the respect of fundamental human rights - as stated in the specific Group's Policy-, and adopting an approach of zero tolerance towards any act of violence or harassment in the workplace.
- **Minimize the health and safety risks in all facilities** and ensure emergency management by investing in the most appropriate H&S technologies.
- **Engage with safe contractors and business partners** by promoting the improvement in OH&S policies throughout the whole Sogefi's value chain.
- **Focus on quality enhancement, cost and lead time reductions**, by eradicating non-conformities through continuous improvements based on the Quick Response Quality Control (QRQC) approach.

Sogefi will review and update this Policy periodically to ensure that it remains relevant to the organization and compliant with the latest regulations and standards. Sogefi will periodically monitor its performance and update annually stakeholders on key data and other information relating to health and safety in its sustainability report.



Laurent Hebenstreit  
Chief Executive Officer